

Rainbow (Aniwaniwa) Connection

Purpose: set up functional DLO working group linked with partners in Tamaki Makaurau to increase Trust and confidence within the Rainbow Community.

Develop a working model that is transferable to other Districts across NZ.

What we have done so far

March 2016 Link in with National DLO group – SLT paper reviewed. National group disbands SLT paper never completed. ^{Section 9(2)(a) Official Information Act} [redacted], Tasman District still keen to be involved and included and linked in with Pan Auckland DLO group.

28/04/2016 Initial meeting with GLBTI external stakeholders

Sought input – what would good look like how do we get their together

Section 9(2)(g)(i) Official Information Act [redacted]

Section 9(2)(g)(i) Official Information Act [redacted]

ID two officers doing a great job (good work brought to attention of supervisors and DC)

Agree to ¼ face to face meetings

Monthly email updates

EOI and form Rainbow DLO working group

18/05/2016 First meeting Rainbow connection DLO's Pan Auckland set up

Establish priorities and leads

1. Training – ^{Section 9(2)(a) Official Information Act} [redacted] to develop and lead district training ^{Section 9(2)(a) Official Information Act} [redacted] to look at Te Puna training and social media type training package - longer term
2. Branding – ^{Section 9(2)(a) Official Information Act 1982} [redacted] Link with MPES Confirm DLO brand, link in with Wardens and increase visibility of capable guardians
3. Organise Pride 25th Feb 2017 and BGO 12th Feb 2017 – ^{Section 9(2)(a) Official Information Act} [redacted]
4. Data collection – knowing our business – ^{Section 9(2)(a) Official Information Act} [redacted]
5. Media and comms – ^{Section 9(2)(a) Official Information Act 1982} [redacted]
6. Support agencies and urgent contacts lists for GLBTI referrals – ^{Section 9(2)(a) Official Information Act} [redacted]

08/07/2016 second meeting with GLBTI external Partners NZ Aids Foundation

Positive feedback about Police intervention with trans that had been assaulted and initially received poor response from Counties PSU - DLO linked in and good commentary about the wrap around service from ^{Section 9(2)(a) Official Information Act 1982} [redacted] who conducted the interview. Partners really pleased to have the ability to come directly to people that they know and can trust and be supported.

Happy with 1/4ly meetings and monthly emails providing updates.

03/08/2016 Police presentation to Auckland Council and GLBTI partners at Rainbow Youth. Updated Council and attendees about the work that Police are doing and plans for the future. Very positive feedback from all.

03/08/2016 Second meeting Rainbow DLO group

1. Training developed and underway in Counties - positive feedback
2. Branding - [redacted] and [redacted] both away no update
3. PRIDE and BGO – planning well underway - invitations to be sent out to SLT and NM’s
4. Data Collection - setting up GLBTI reference on files for tracking and approaches being made to IT for M / F / G for Gender Diverse to match census recording. FMC on board in CM and will ensure reference is attached to GLBTI matters
5. Media and comms [redacted] linking in with [redacted] and [redacted] / [redacted] working on plans for filmed training social media clip ongoing
6. Contacts and Victim referral – [redacted] on leave - handed over to [redacted] August 2016
[redacted] working with Victim Support in a plan to enable them to be empowered around first point of contact for GLBTI victims and link to GLBTI support groups ongoing.

Minutes sent out and action points highlighted.

08/08/16 Link in Via GAYNZ website re robbery of Zakk d’Larte (Zachary DAVIES), artist/designer/performer/model and is well known in the gay community (article below). He has previously been the victim of a hate inspired assault. The attack occurred in CMD at the Westfield Train Station on Friday night. 160806/5468
http://www.gaynz.com/articles/publish/45/article_18627.php

August 2016 : Link in with Victim support ([redacted]) link into CM training and offer to facilitate meeting with support agencies and set up referrals index and provide practical tools for VS after the initial band aid is applied. VS only 24/7 support network.

22/08/2016 [redacted] presented to the Auckland Council Rainbow Communities Advisory Panel at Auckland Town Hall. Building networks and spreading positive messages about a genuine commitment to Police Values and the Strategic Plan being operationalised to ensure all people are safe and feel safe. Inspiring Trust and Confidence in the GLBTI Community.

22/04/2016 [redacted]

23/08/2016 - Five staff attend Diversity Conference at Auckland

[redacted] Section 9(2)(a) Official Information Act 1982

[redacted]. Group to document and feedback to DLO Rainbow connection.

Changing the culture of a large organisation was the focus of Angela Workman-Stark's session at our inaugural Diversity Summit in Auckland on August 23.

The recently retired Royal Canadian Mounted Police (RCMP) chief superintendent gave 24 years of service to the force, most recently overseeing the implementation of an organisation-wide action plan around diversity and inclusion.

Angela, shared the significant challenges the RCMP faced, the strategies the organisation employed and the lessons New Zealand businesses can learn from the Canadian experience. She is just one of several high-profile speakers at the day-long event, which provides a unique opportunity for Kiwi organisations to learn about initiatives creating a more inclusive culture in workplaces around the world. The summit showcased local companies that are maximising the economic and staff-focused benefits of diversity and reveal how their initiatives can be scaled to suit businesses of all sizes from all sectors.

6 Sept 2016 Meeting with Pan Auckland District Commanders and Assistant Commissioner to update on plans. Postponed. 2 x DC promoted to Asst Commissioner

13/09/2016 PSU delivered GLBTI training Auckland by [Section 9(2)(a) Official Information] and [Section 9(2)(a) Official Information].

27th October 2016 Rainbow Connections working group catch up meeting

18-20th November 2016 Invited by NZ Aids Foundation to National Hui Takatapu 2016 at Otara MIT Marae. [Section 9(2)(a) Official Information Act 1982]

[Section 9(2)(a) Official Information Act 1982] attended some of the Hui. Excellent networks established and good visibility for Police in a challenging space.

Catch up with Northern Regional Corrections [Section 9(2)(a) Official Information] and [Section 9(2)(a) Official Information] on GLBTI issues and working together supported M / F / G concept

Meeting with External Stakeholders – Catch up with Pride organisers Rainbow Youth Gay NZ Outline NZAF etc

24/11/2016 Presentation to the Tamaki Makaurau 3 x DC's - concept of TM Rainbow Connections supported and endorsed.

SLT paper sent out for consultation to change NIA M/F and add G for gender diverse to align with Census data collection.

1st December 2016 World Aids day over \$200 TBC [Section 9(2)(a) Official Information] raised for aids research. Tamaki Makaurau Rainbow Connections planning meeting for Pride and BGO.

22/12/2016 Police accepted to March in the Feb 2017 Pride Parade. [Section 9(2)(a) Official Information Act 1982] congratulates Police on completing actions and achieving results to improve visibility and trust in confidence in Police in eth GLBTIQ+ Community.

25th February 2017 Police Marched at Pride lead by Section 9(2)(a) Official Information Act 1982 live streams and facebook links saw 25000 hits by Mid day the 26th Feb. Section 9(2)(a) Official Information Act 1982 was the face of eth press with photos in most major news papers. Positive feedback regarding Section 9(2)(a) Official Information Act 1982 and Section 9(2)(a) Official Information Act 1982 being included in the parade.

31st March 2017 Section 9(2)(a) Official Information Act 1982 leads a you tube clip interwoven with Police photos from Pride and promoting DLOs. Police face book posting with 13000 hits for World Trans awareness day.

Victim Support request Police training booked for May to better understand GLBTI.

April 2017 Stakeholders Meeting – Focus on increasing visibility of DLO's

Agree social media messaging all about did you know we have DLO's and this is where to find them...

May 2017 Presentation to Corrections – Probations Upper North challenge what they need to do differently – provide links to support groups and stakeholders Section 9(2)(a) Official Information Act 1982 and Section 9(2)(a) Official Information Act 1982 attend and support police. Agree to launch training designed by Police and supported by stakeholders for Corrections staff. Follow up meeting planned 22nd May at Corrections office.

17 May 2017

Today is the International Day Against Homophobia, Transphobia and NZ Police are right behind it!
[#IDAHOT2017](#)

<https://www.facebook.com/NZPolice/videos/1093341264133189/>

July 2017

Section 9(2)(a) Official Information Act 1982 receive awards from Police for services. Social media on the awards reached thousands within days with over 1500 likes and over 4700 views of the video.

August 2017

Sponsorship regarding rainbow lanyards with Police values and crest 1000 lanyards received and distributed to DLO and rainbow friendly staff.

Update DLO list on Police website.

Start filming and working with Student Communication and Safe Practices Charitable Trust (SCSP) teachers and students access portal linking them to information and scenarios support groups etc range of topical issues including bullying suicide, cyber and Rainbow - link sto Outline and DLO's. Portal provides interactive scholitics encouraging learning and support for students and teachers who are accessing more and more on line.

September 2017 Facebook design a T shirt for Pride 2018 competition runs with amazing rainbow themed entries. Top three entries voted on by DLO's across NZ and three finalists go up on facebook for public voting. Rainbow NZ overwhelming favourite.

Quotes to print t- shirt sought and winner announced 6th October on national police Facebook site.

Section 9(2)(a) Official Information Act 1982 video clip launched on FB part of 75 years Women in police linking to Rainbow work sent out to partners.

Corrections and Ministry of Justice (support in principle) Police paper to progress the addition of the gender diverse option to the current M/ F options available in NZP data base. Paper submitted for review by Section 9(2)(a) Official Information Act 1982 who support the paper being presented to the Police Senior Leadership.

October 2017

Approval in principle from Commissioner Bush to have Rainbow Police car for Pride 2018. Section 9(2)(a) to assist with project and design. Plan to launch at Pride week 2018.

Publish winner T shirt Competition -

<https://www.facebook.com/NZPolice/photos/a.654738734660113.1073741827.183410325126292/1184367631697218/?type=3&theater>

December 2017

Set up National Rainbow high level group with Health (policy) and State Services Commission, MBIE, MSD, IRD etc

Share resources and support for M / F / G options in data collection

SCSP workshop in Wgtn linking in with ACC

Support Rainbow Corrections group to get into PRIDE.

January 2018

Working with Human Rights Commission on review of police training package

Ongoing work with SCSP on student teacher portal for students and teachers to access on line support and advice

Starting work on pamphlet for same sex couples on Family Harm situations – Section 9(2)(a) Official Information Act 1982

Rainbow pins received and promoted

February 2018

Working with NZ Aids Foundation ending HIV project to test at various sites across Auckland during Feb and March – supporting in T shirts and promoting DLO's as point of contact for people weary of Police.

8th Feb launch rainbow police car on Seven Sharp, The Herald and facebook.

<https://www.tvnz.co.nz/shows/seven-sharp/clips/police-car-gets-a-rainbow-makeover-for-auckland-s-pride-week>

The thin blue line will turn all the colours of the rainbow at this year's Pride festival.

The police have launched a one-of-a-kind rainbow police car for the festival and the Pride parades in Wellington and Auckland.

Police Commissioner Mike Bush said the vehicle was a visible representation of the force's commitment to diversity.

BEVAN READ/STUFF

Hundreds of people will march in Auckland's Pride parade down Ponsonby Rd.

"As an organisation we look to encourage staff to 'use who they are' not 'lose who they are' when becoming a police officer," he said.

"Therefore it's important to encourage staff to show pride in the communities they represent."

Bush said he was proud of the work the police had done in recent years to build relationships with the LGBT community.

He, along with uniformed staff, would accompany the rainbow car at the Auckland parade on February 17 and the Wellington parade on March 10.

In 2017, the police , which was designed to support Māori Language Week.

Bush said the rainbow car was not a permanent addition to the police fleet, as the decorations were removable.

The car would be returned to circulation with standard police livery after the festival.

- Stuff

<http://www.flava.co.nz/hot-linkz/nz-polices-new-rainbow-vehicle-for-pride-festival-is-amazing/>

A police car will stand out more than ever as a one-of-a-kind rainbow-coloured patrol car makes its debut for the Auckland Pride Festival.

The rainbow car was created to celebrate the police force's commitment to diversity and to acknowledge the important relationship between the police and the country's Lesbian, Gay, Bisexual, Transsexual, Intersex and Queer (LGBTIQ+) communities. The vibrant car will be on show at the Pride Parade and at associated Pride festival events.

Inspector Phillips said the spark of inspiration for the car's new look came from the warm welcome given to the police's Te Reo Pirihimana car which was designed to support Maori Language Week.

[Check out the New Zealand Police car for Māori language week here!](#)

She put in one call and the rest is pride history.

In a first for the NZ police, the colourful car will be cruising in the Pride Parade and driven by the Police Commissioner.

Police Commissioner Mike Bush said the rainbow car was a visible representation of the police value of diversity.

"As an organisation, we look to encourage staff to 'use who they are' not 'lose who you are' when becoming a police officer," he said.

"Therefore it's important to encourage staff to show pride in the communities they represent.



Uniformed Police staff will march alongside the rainbow car at the Pride Parade on February 17.

This is freaaaaaaaking cool!!

Big Gay Out – Auckland Coyle Park 11th Feb 2018 (Cancelled last minute after setting up due to storm) – took rainbow Police car to Family Bar - massive positive response and interaction with Public

Filmed clips with DLO's for Student Communication and Safer Practice Charitable Trust (SCSP) portal

Pride Parade 17th February 2018 Ponsonby Auckland -

Sponsored "Unconditional Love" float in Pride Parade

Launch of Pride T shirts and stickers / QR code linking to Police website